

STRATEGIES FOR INTEGRATING DIVERSITY IN THE WORKPLACE

Cultural Strategies

- President /CEO support is critical!
- Top leadership must embrace it
- Accountability goals must be given to managers and supervisors
- Review all committee assignments for inclusion
- Tracking and communicating results is critical
- Open dialog and feedback on diversity
- Training
- Evaluate all your print materials for inclusion of diversity
- Recognition

Recruiting Strategies

- Set recruiting goals ie: don't close out positions until they are met
- Advertise, Advertise, Advertise!
- Recruit in churches
- Ask supervisors to put their hiring decisions in writing
- Employee Shopping Program
- Employee Referral Bonuses
- Ask new hires for referrals

Retention Strategies

- Training
- Evaluate performance evaluations for equity
- Evaluate bonuses/compensation for equity
- Evaluate promotions for equity
- Focus groups/solicit feedback
- Review exit interviews for trends

